



File: IBM-1032

Appl. No. 09/895883 (Docket No. AUS9-2001-0238-US1)

Calderaro, et al.

[Replacement Sheet]

System and Method for Improved Matrix Management of Personnel Planning Factors

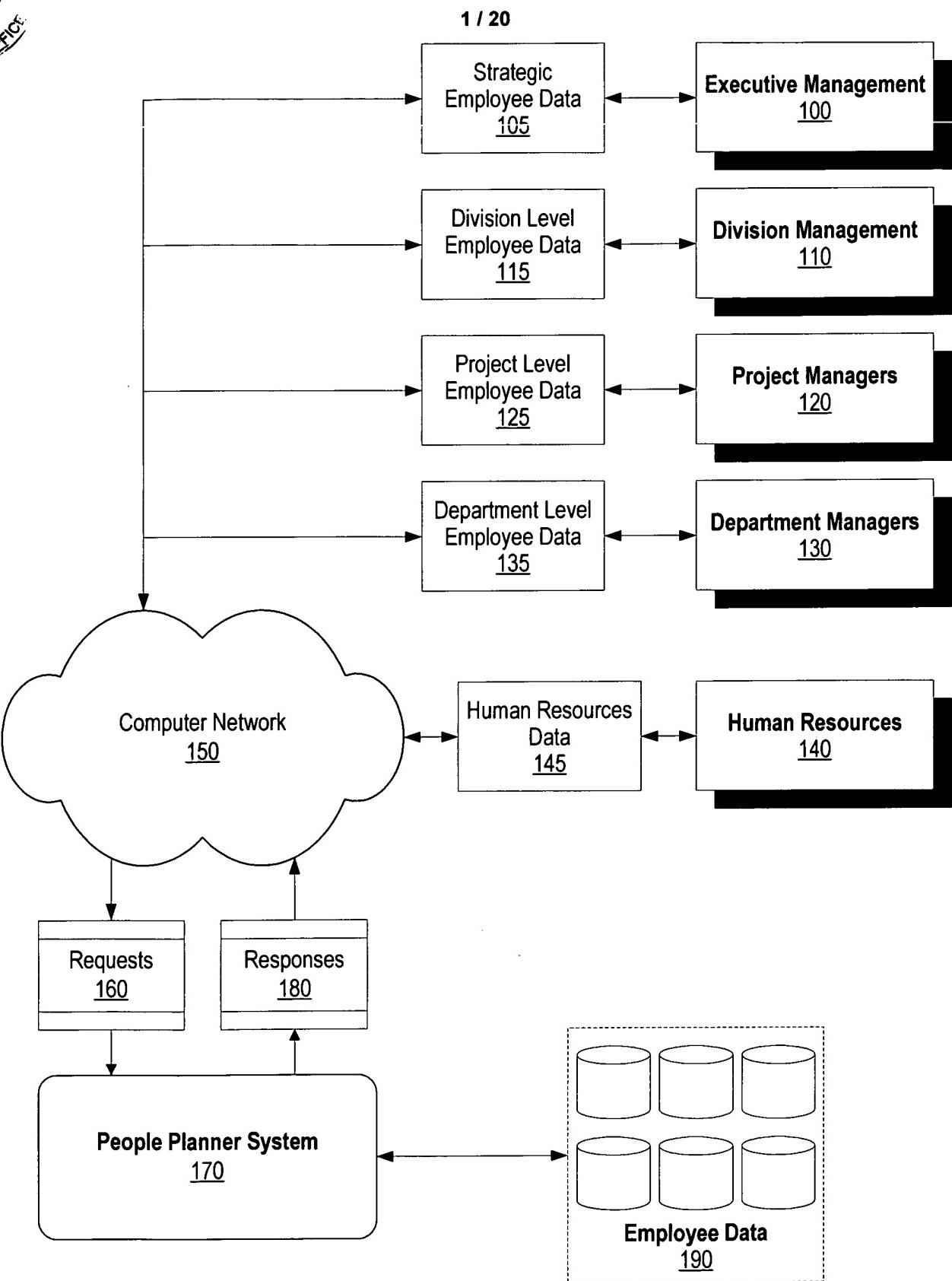
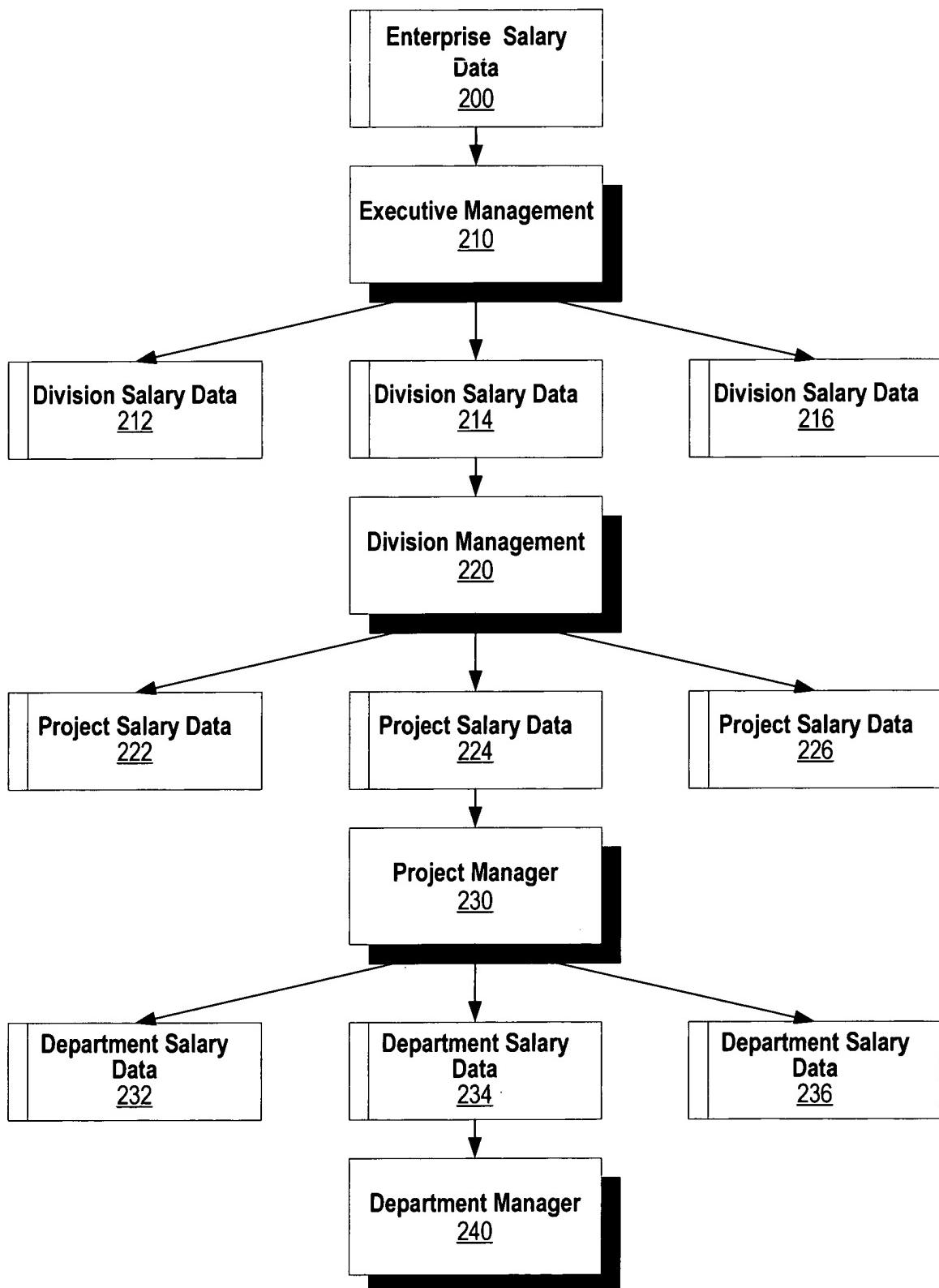


Figure 1

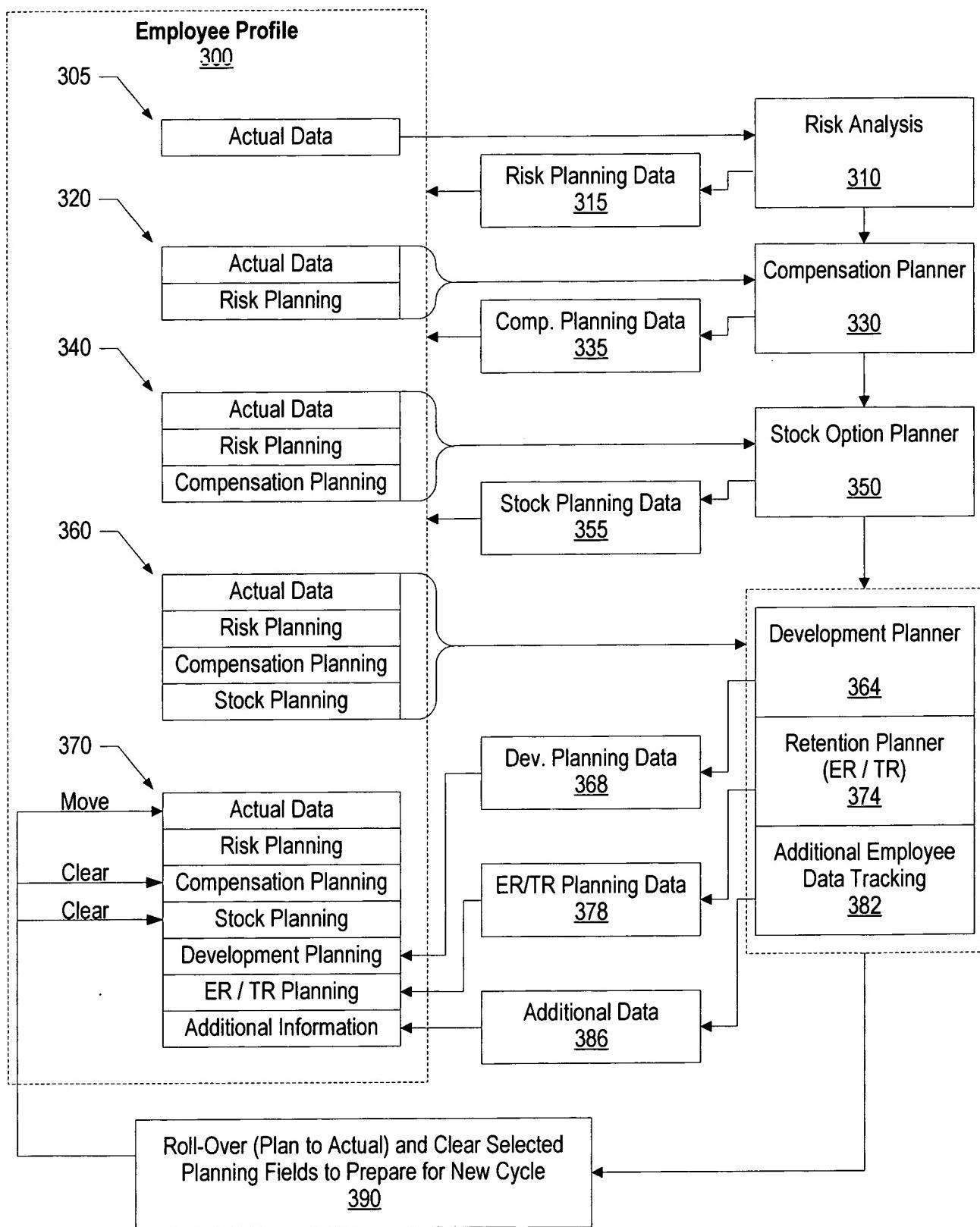
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**Figure 2**

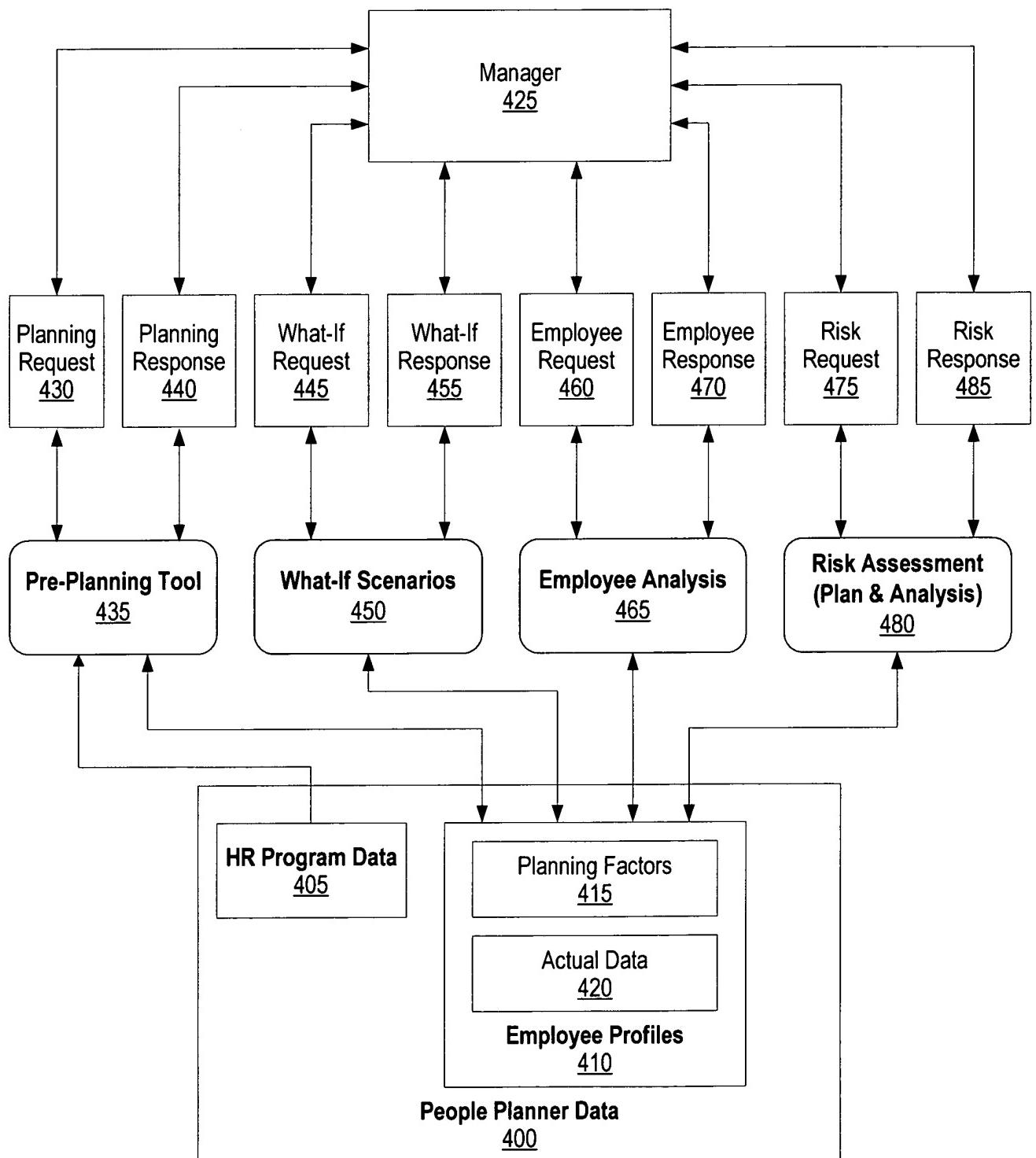
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**Figure 3**

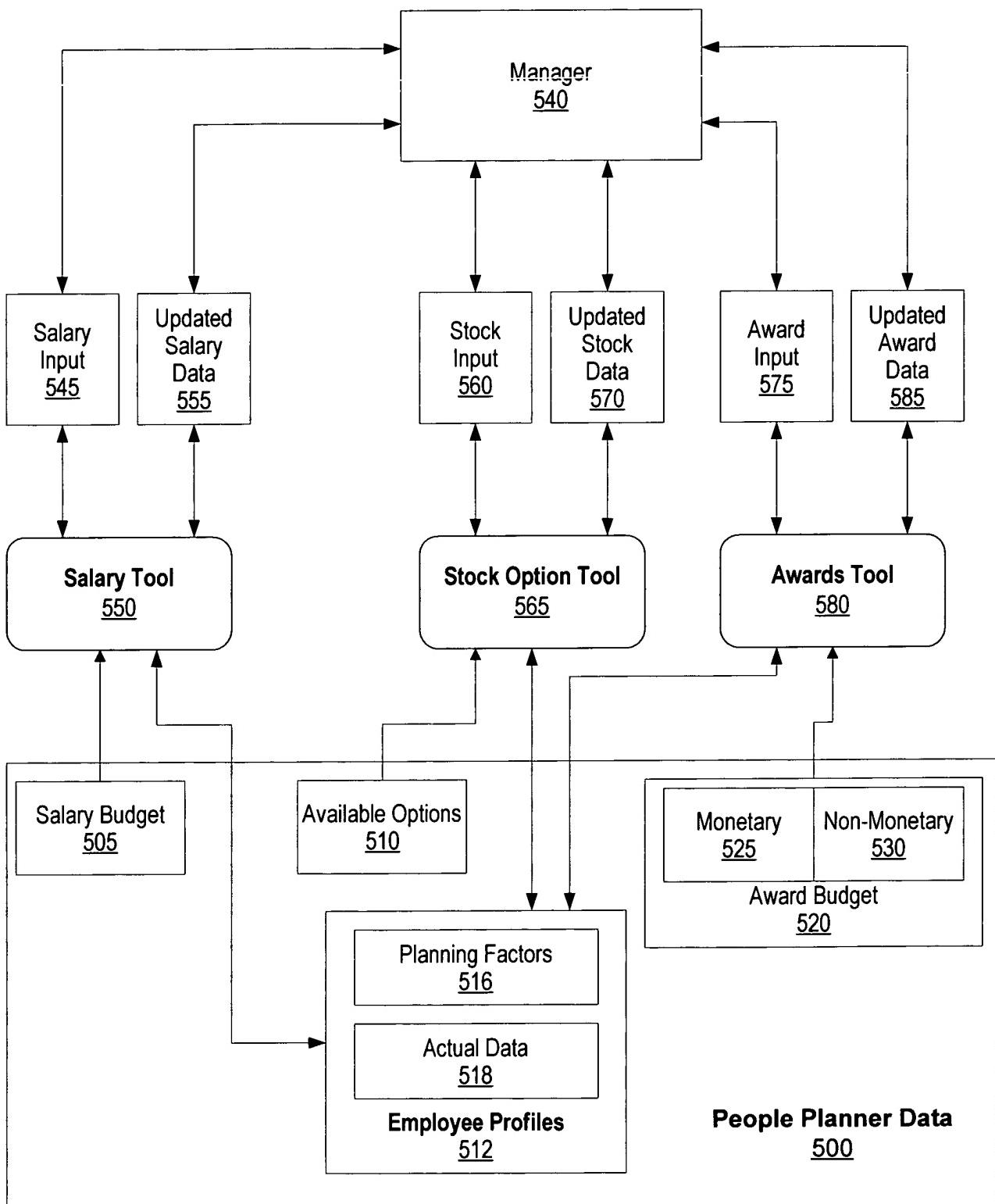
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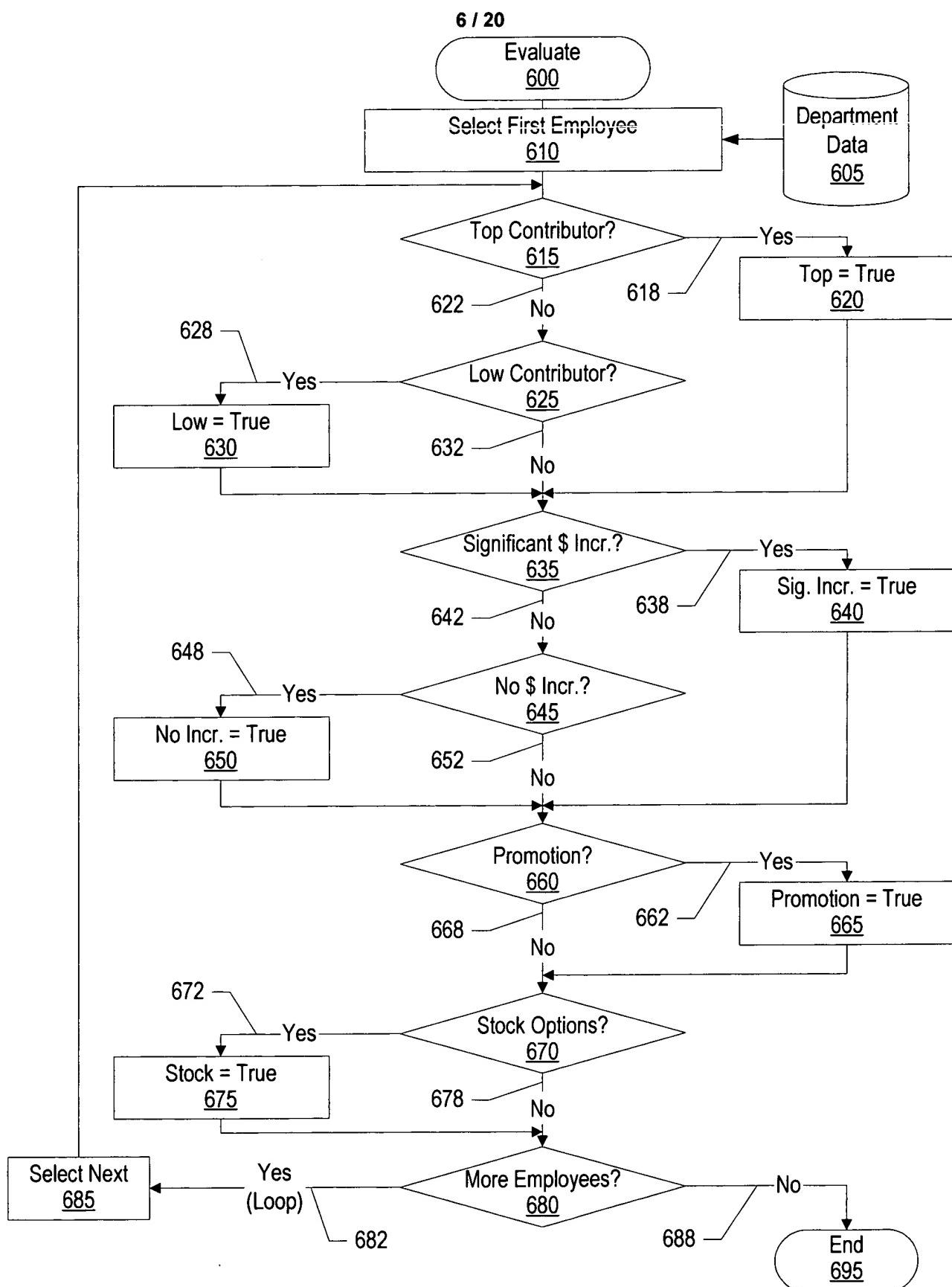
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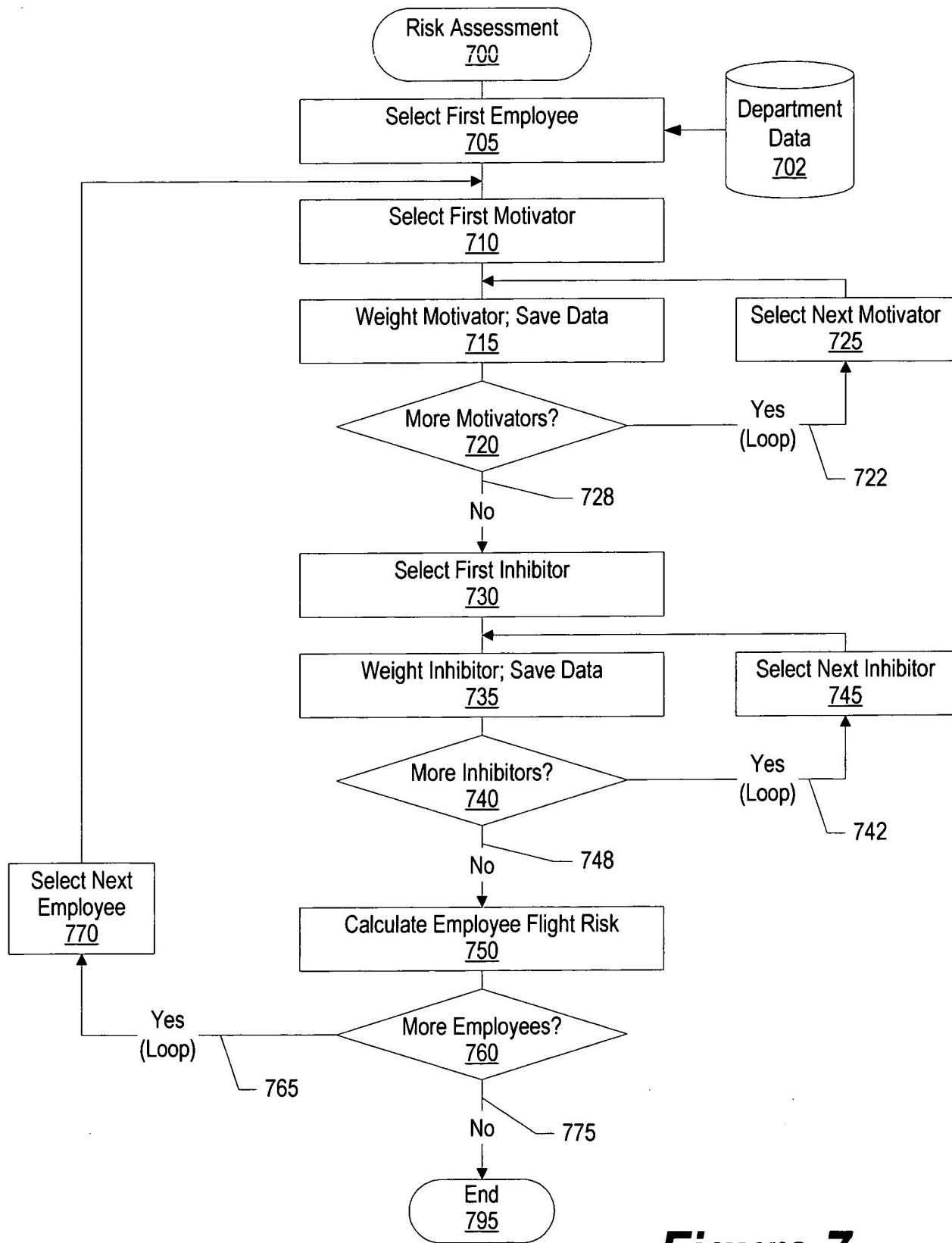
**Figure 4**

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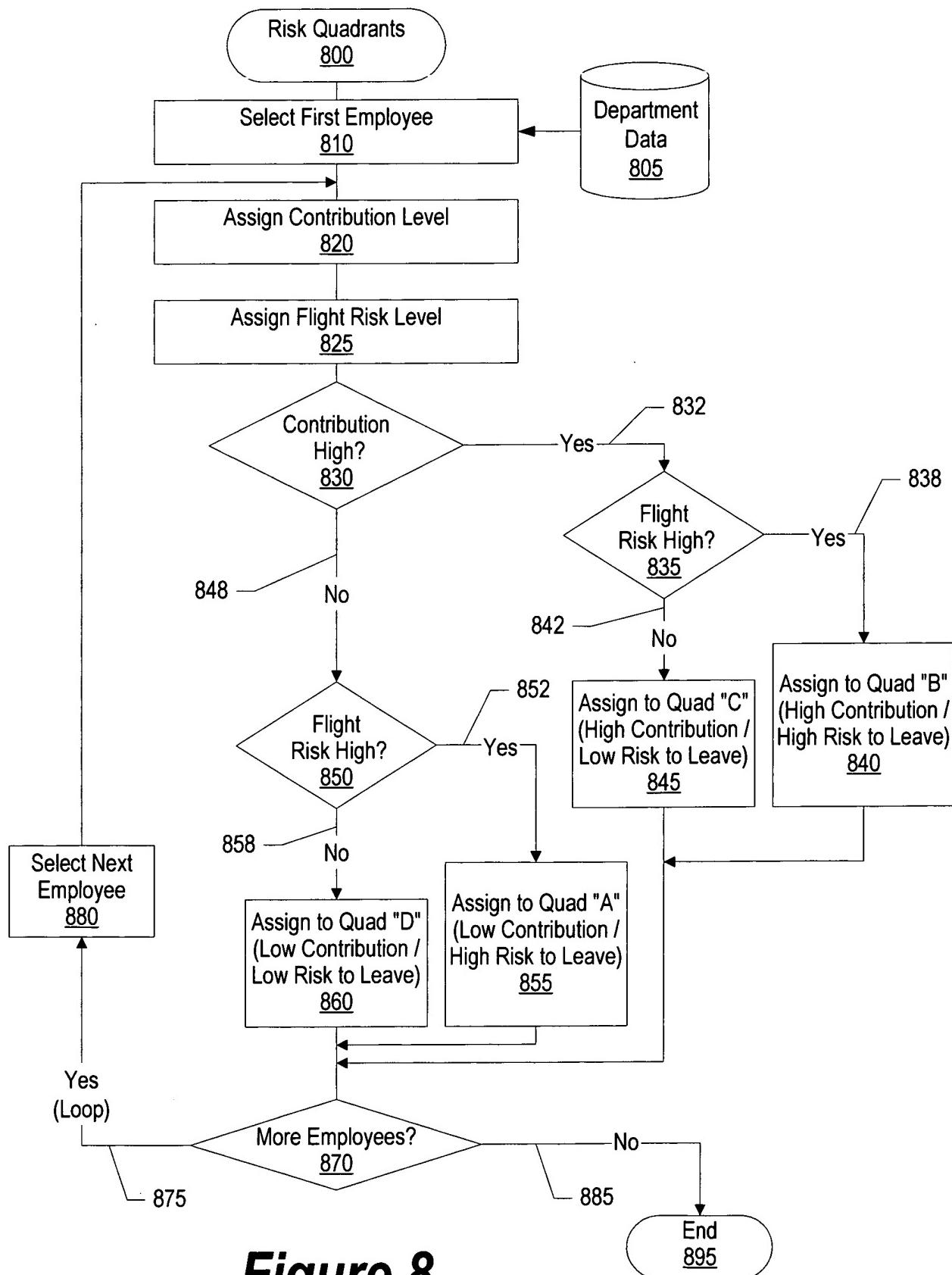
**Figure 5**

**Figure 6**

**Figure 7**

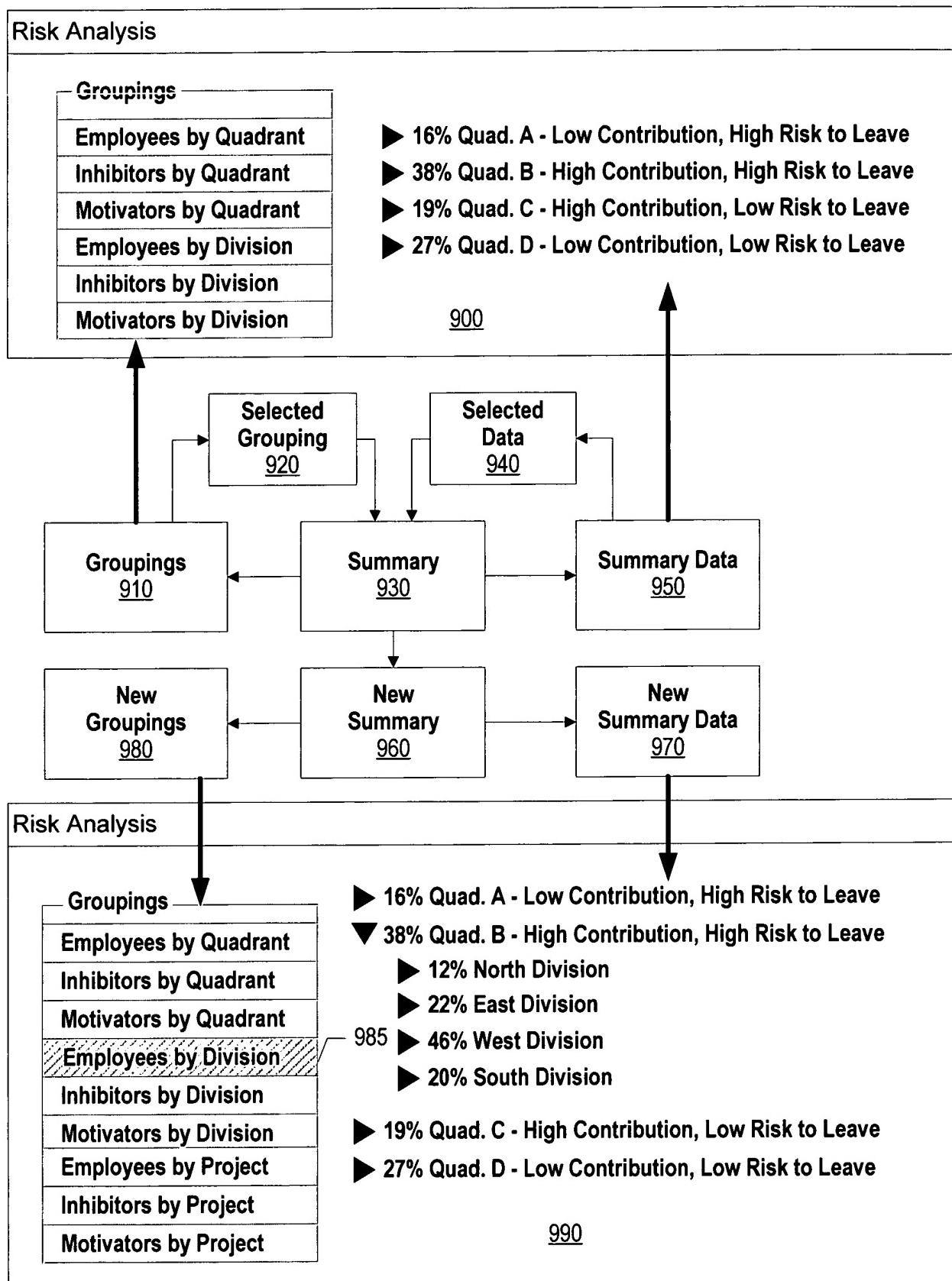
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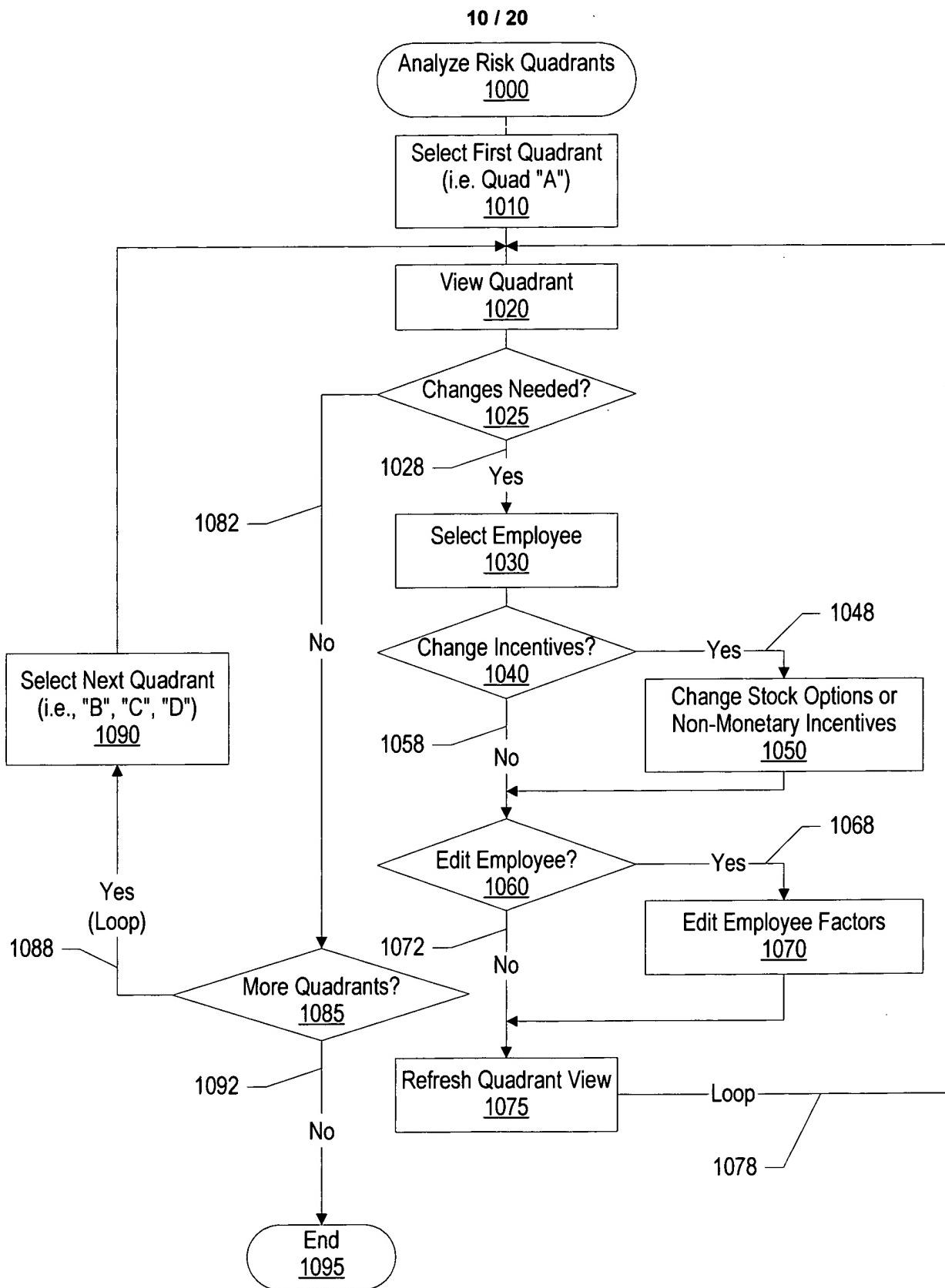
**Figure 8**

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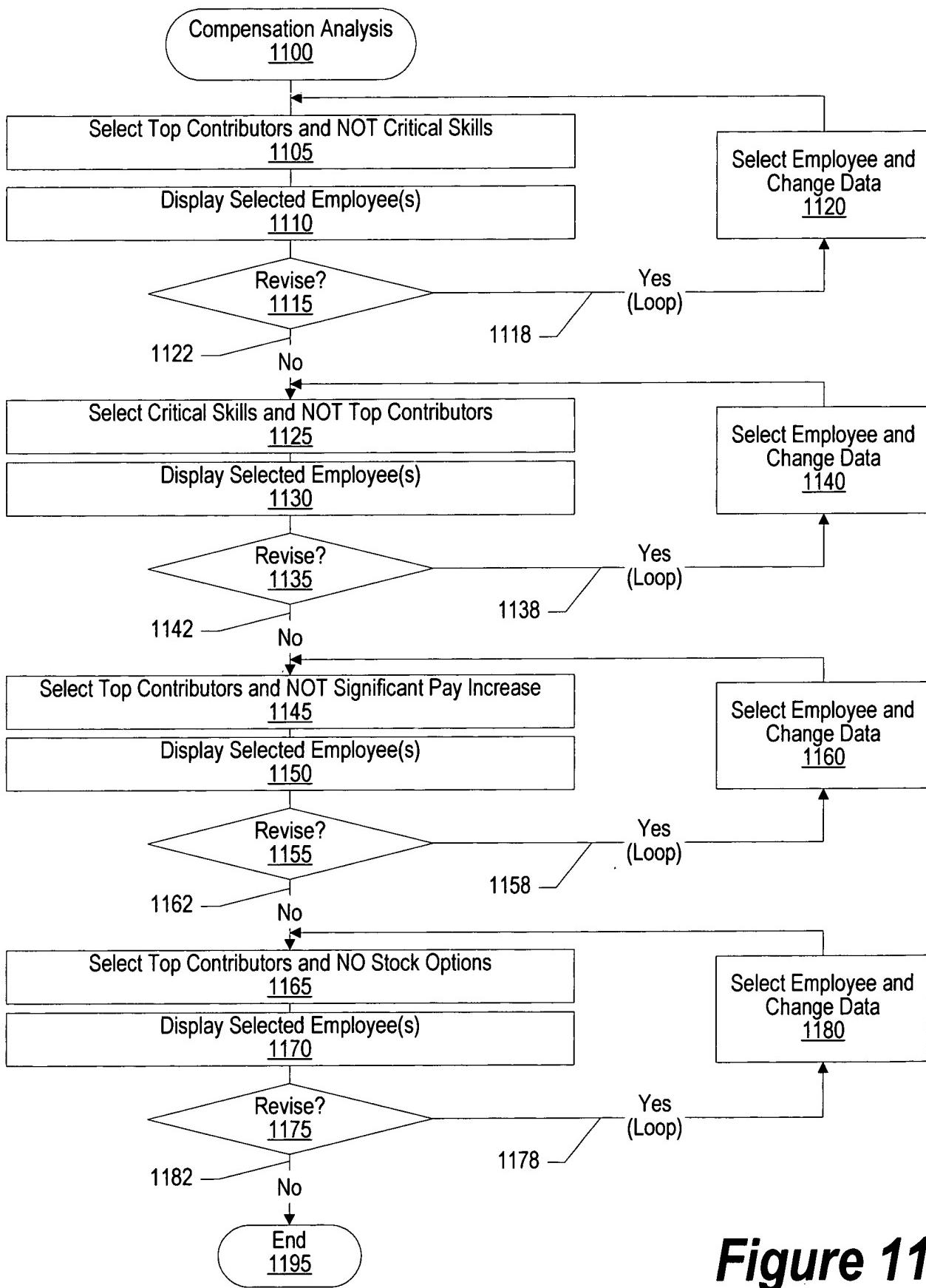
**Figure 9**

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**Figure 10**

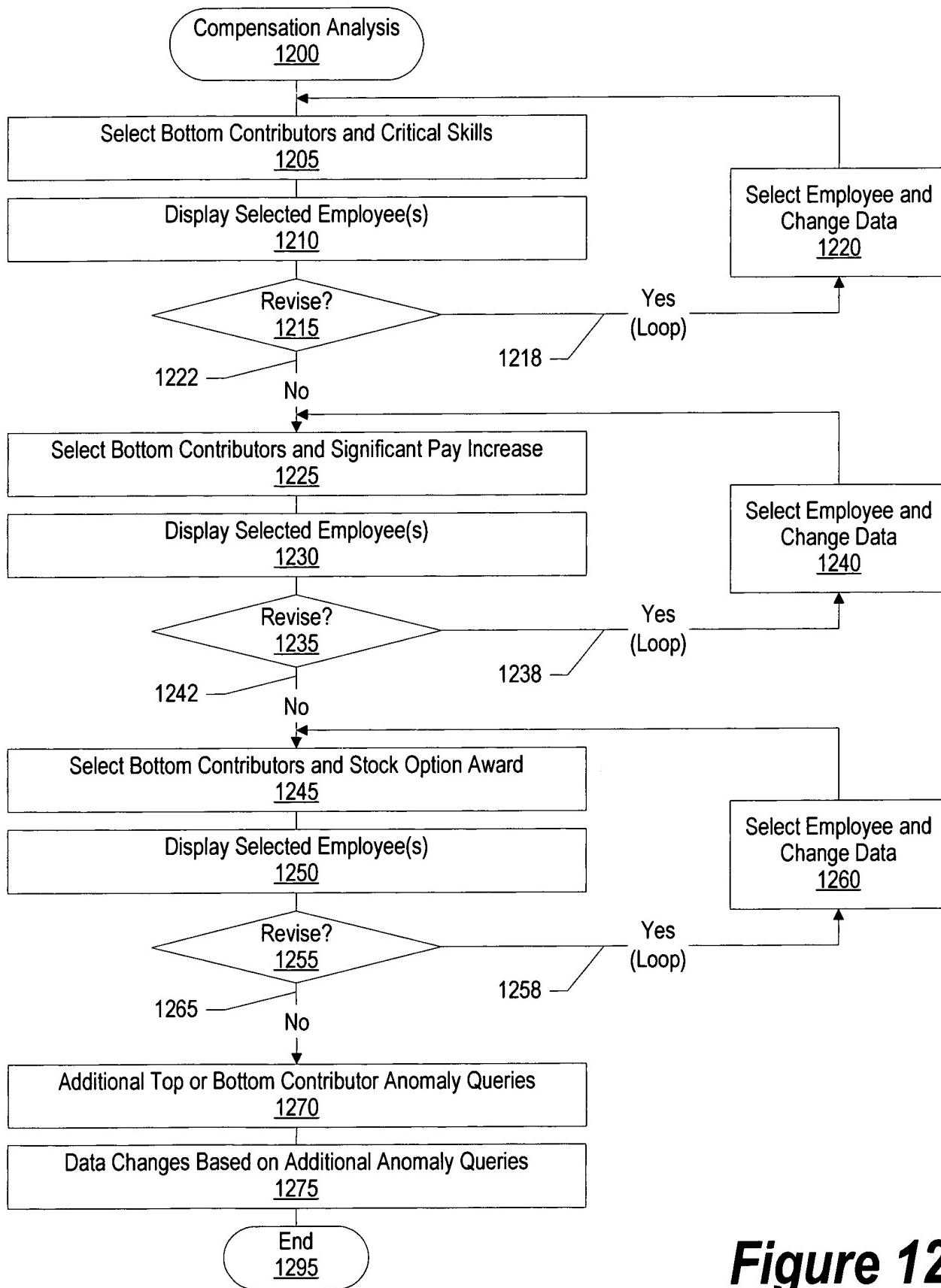
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**Figure 11**

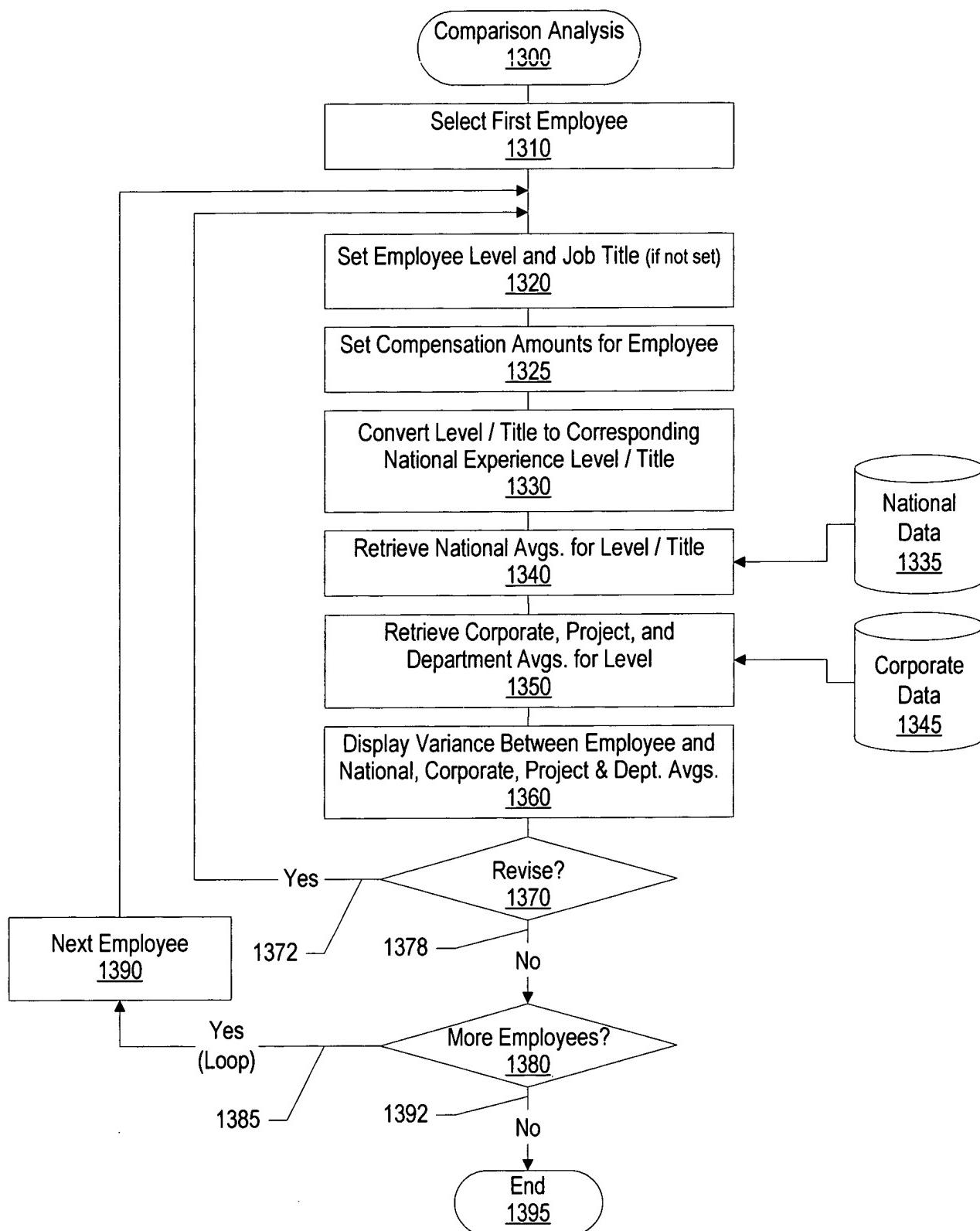
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**Figure 12**

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**Figure 13**

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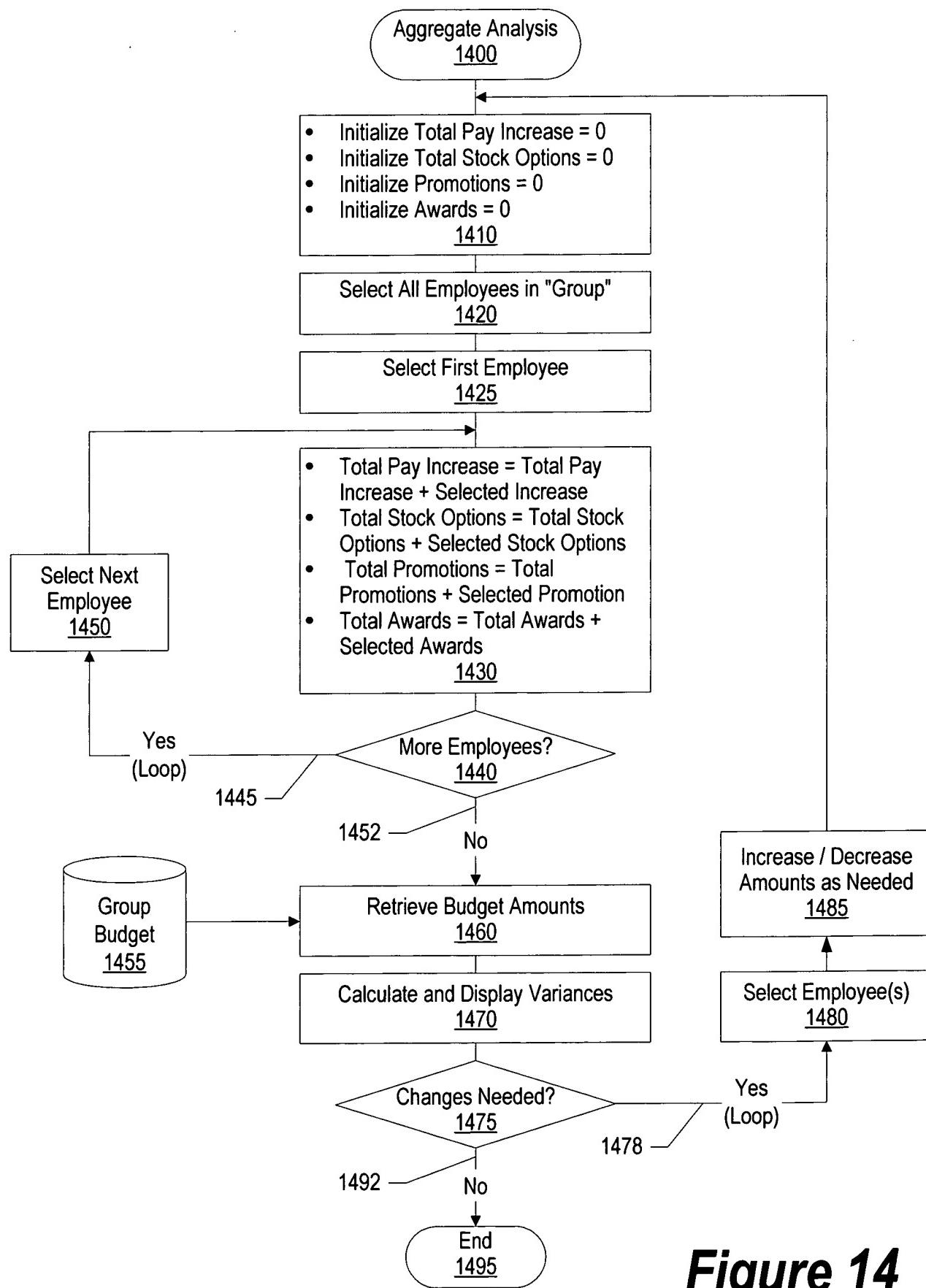
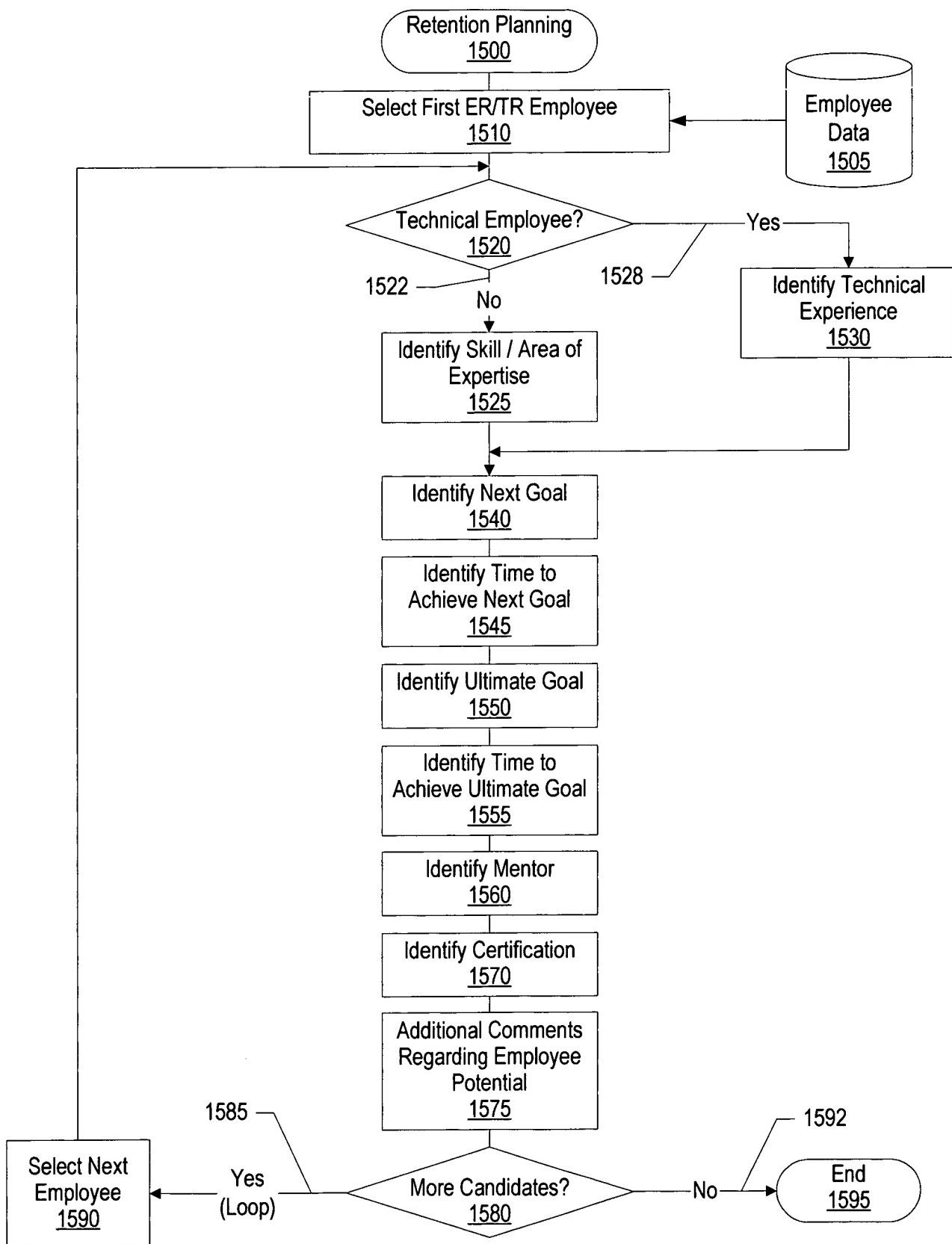


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**Figure 15**

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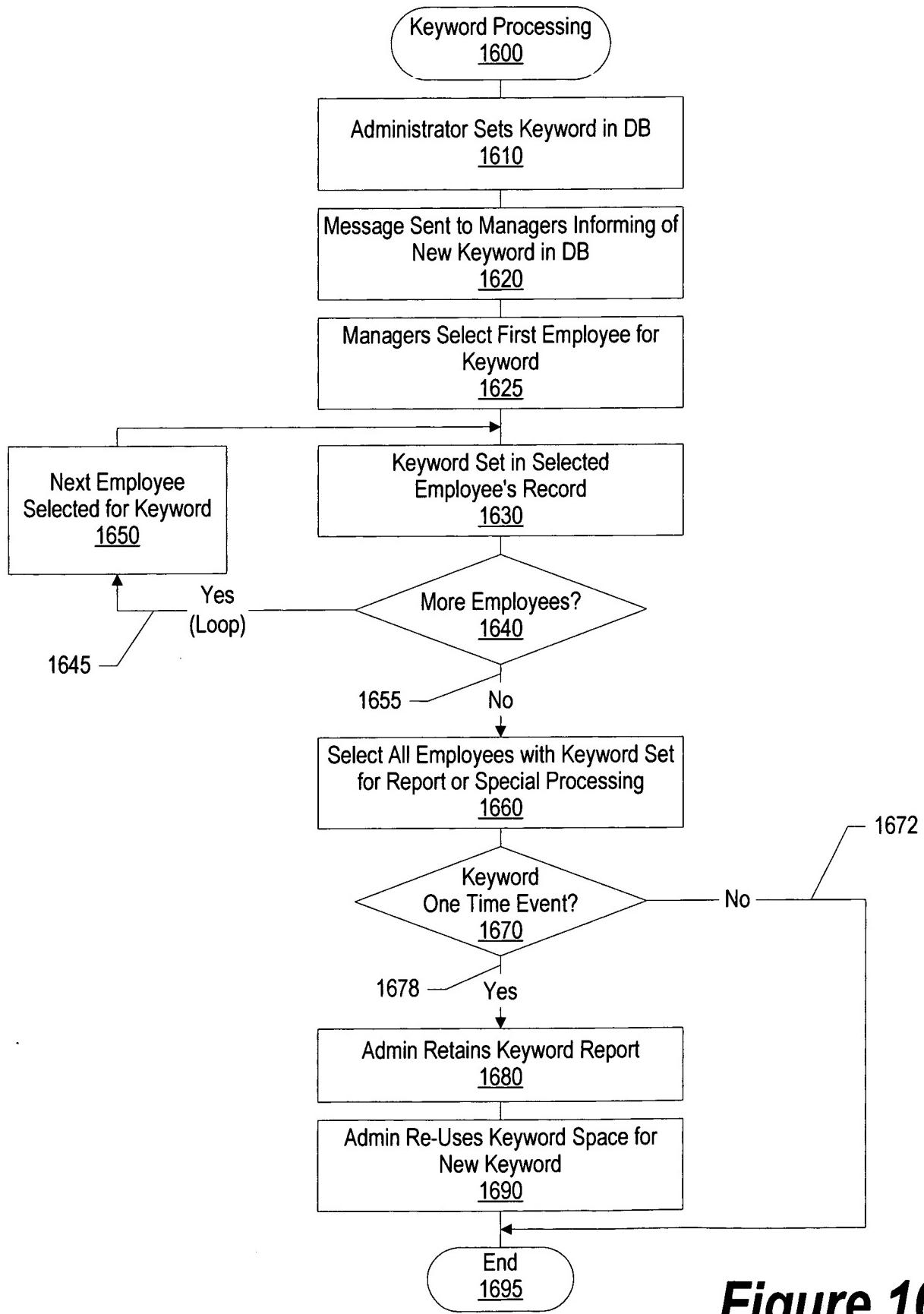
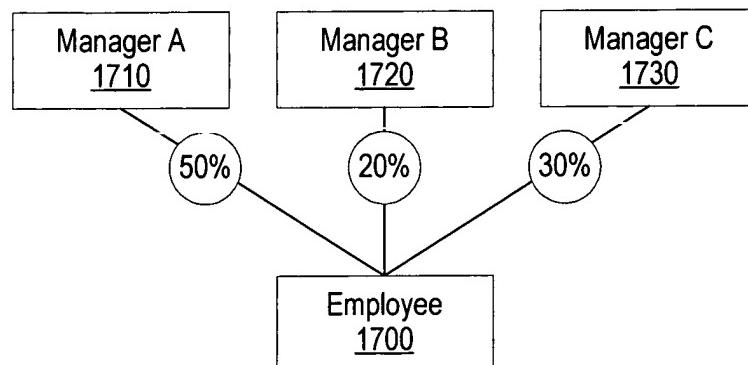
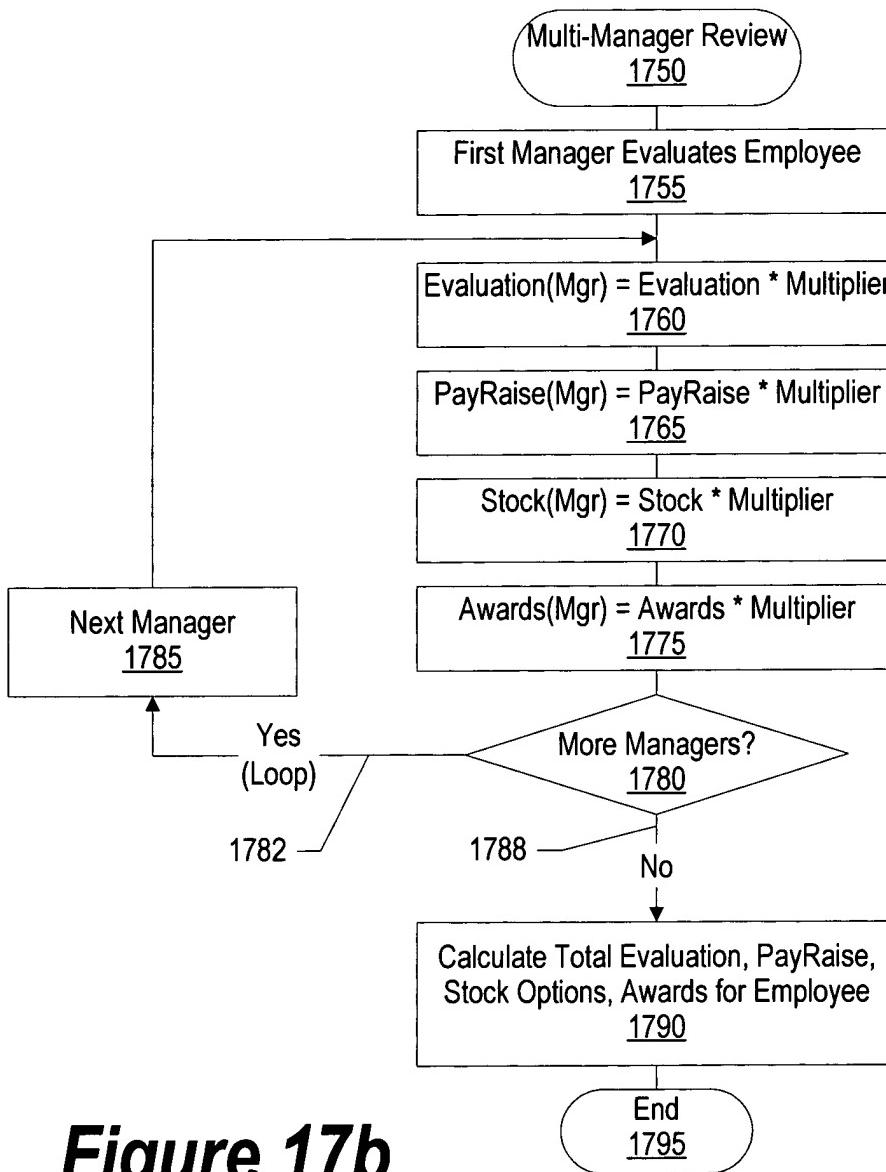


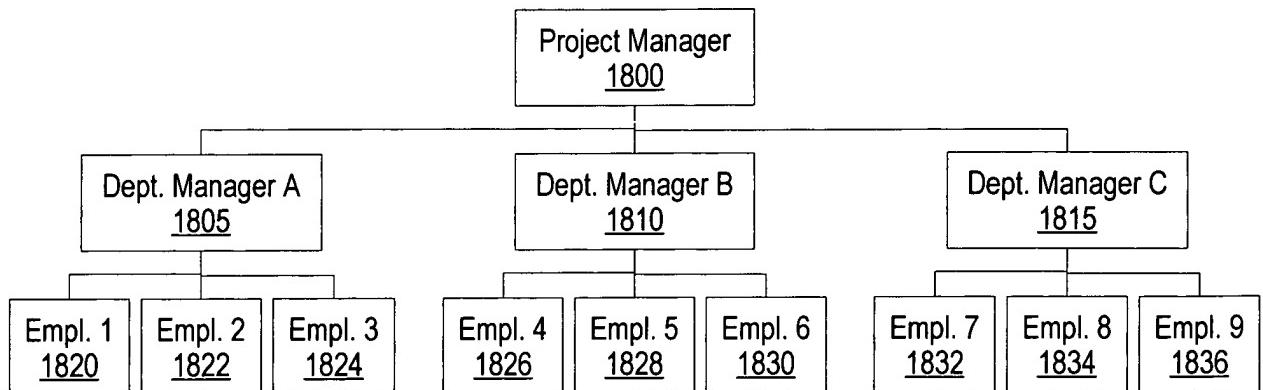
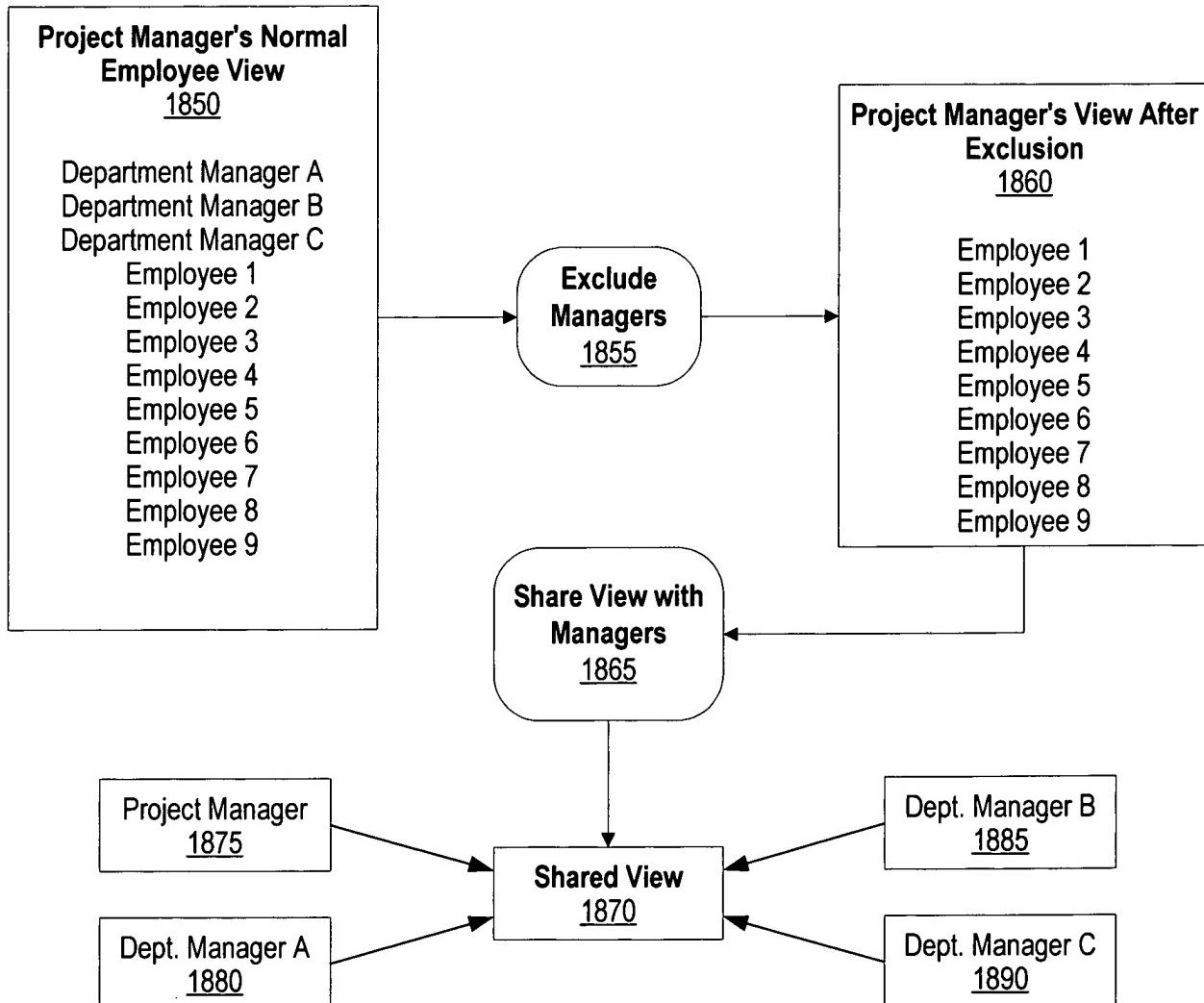
Figure 16

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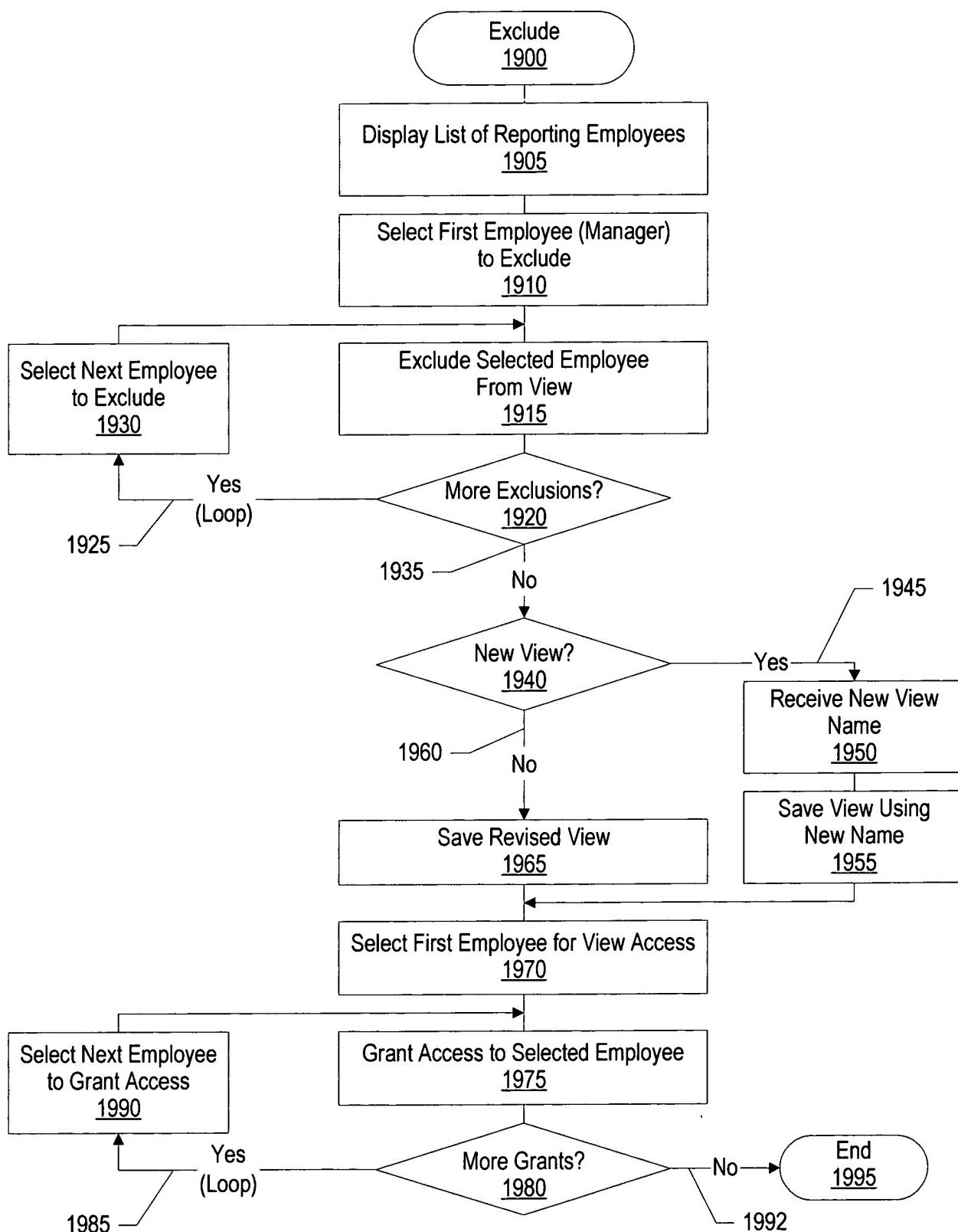
**Figure 17a****Figure 17b**

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**Figure 18a****Figure 18b**

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**Figure 19**

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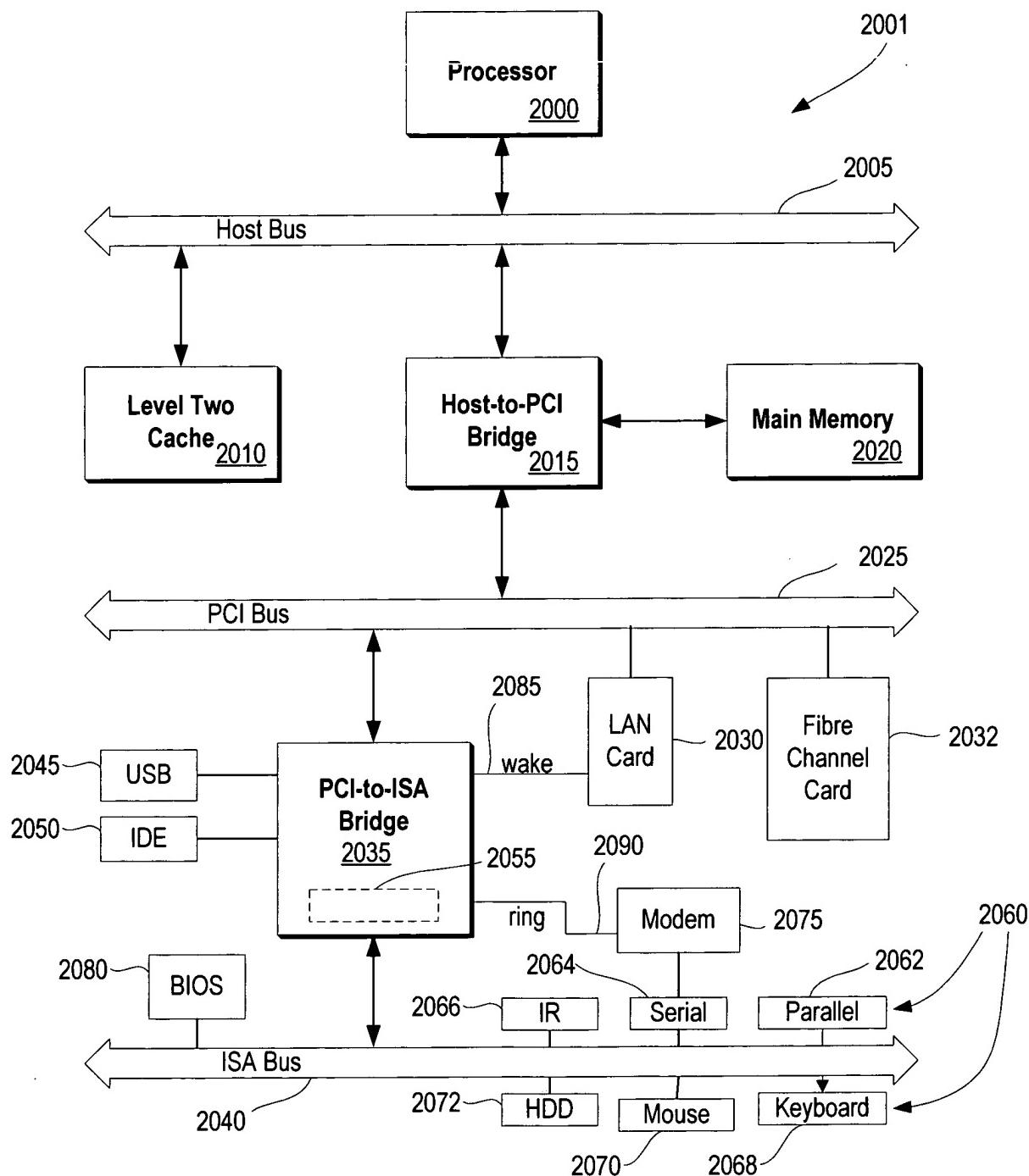


Figure 20